




# AFFIRMATIVE ACTION

## ADMISSIONS





# AFFIRMATIVE ACTION

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**OBJECTIVE:** Understand  
the concept of affirmative  
action.



# AFFIRMATIVE ACTION ISSUES

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## CONCEPT

**Affirmative Action**  
**Goals**  
**Helping Hand**  
**Maximize Potential**  
**Merit**  
**Level Playing Field**  
**Qualified**

## MISIMPLEMENTATION

**Preferential Treatment**  
**Quotas**  
**Handout**  
**Institutional  
mediocrity**  
**Birthright**  
**Reverse**  
**Discrimination**  
**Not Qualified**



# AFFIRMATIVE ACTION

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X-  
99  
O-  
97  
X-  
96

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O-  
94  
X-  
93  
X-  
91  
O-

ESTABLISHED STANDARD  
COMPOSITE SCORE OF 90



# AFFIRMATIVE ACTION

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**“The purpose of affirmative action is to give our nation a way to finally address the systemic exclusion of individuals of talent, on the basis of their gender or race, from opportunities to develop, perform, achieve, and contribute.”**


**-President Bill Clinton, speech given July 19, 1995**



# ELIMINATE OR REFORM ALL PROGRAMS THAT:

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- **create quotas**
- **give preference to unqualified individuals**
- **have a “reverse” discrimination effect**
- **continue after the intended equal opportunity purposes have been achieved**



# The Military Equal Opportunity Assessment

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- **MEOA required by DoD directive, annual report from each Service**
- **Reports equal opportunity assessment data in 10 categories**
- **OSD compiles and publishes annual “Summary Analysis of MEO”**
- **Fiscal '01 latest available**



# MEO Reporting Requirements

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## **Ten Categories:**

**Recruiting and/or Accessions**

**Composition**

**Promotions**

**PME**

**Separations**

**Augmentation and/or Retention**

**Assignments**

**Discrimination and/or Harassment Complaints**

**Utilization of Skills**


**Discipline**



# MEOA F01: Composition

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- **DoD diversification continues ('87-01)**
  - **Minority percentage increased from 26.1 to 33.8% in active duty (AD); (33.1% in FY00)**
  - **Minority percentage increased from 24.1 to 28.5% in reserve component (RC); (32.5% in FY00)**
  - **AD female 10.1 to 14.5%; RC female 11.2 to 16.7%; (20.8% in FY00)**



# MEOA F01: Minority Accessions

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- **(F98-F01)**
  - **“steady growth” in AD and RC**
  - **Black females more represented than Black males in AD/RC/Off/Enl**



# MEOA F01: Minority Retention

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- **FY 98-01: Retention rate (RR) has increased for minorities and is equal to or greater than White RR**
  - **For Fiscal 01: overall RR up within all race-ethnic categories**



# MEOA F01: Involuntary Separations

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- **Minority enlisted involuntary separations greater than Whites, but gap has narrowed to from 3 to 2% (AD)**
  - **1997 3% difference; 2000 .6%**
  - **RC minority involuntary sep has dropped more than 6% from 1998-2001; gap narrowed from 5 to 3%**



# MEOA F01: Promotions

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- **Minority enlisted AD comparable to Whites (3% neg delta)**
- **Minority officer AD less than White but “gap closing” (5% neg delta)**
- **RC: minority enlisted and officer greater than White thru 00; in 01, minority 6% neg delta**



# MEOA F01: Assignments

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- **“Service-defined Career Enhancing Billets” (SDCEB)**
- **AD enlisted minority narrowed the gap with Whites**
- **AD officer: minorities less than Whites by .7% (gap is widening for O4-O6)**



# MEOA F01: Professional Military Education (PME)

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- **AD and RC minorities selected for PME at lower rates than Whites**



# MEOA F01: Discipline

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- **Blacks administered JP and NJP at higher rates than other minorities and Whites in AD and RC**



# MEOA F01: Discrimination & Sexual Harassment

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- **Minority substantiated discrimination complaints at lower percentages than sexual harassment complaints in AD & RC**



# **MEOA F01: Utilization of Skills**

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- **Not included in '01 summary**
- **Recent data:**
  - **Racial effects in occupational groups for AD officer and enlisted**
    - **Tactical operations (White)**
    - **Combat support (Minority)**